

Meeting w/ Dan

1/16/18

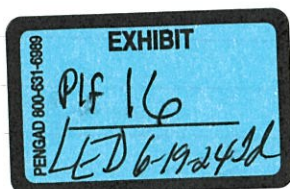
[REDACTED] / Noonan

23778

- disassim Mike about hours available to do research but suggest
- should take another semester
- her priority should be research but Mike claims he told her her priority should be classes
- Mike "yelling"
- decided to completely cut fil

Actions:

- asked Dan to consider whether taking on [REDACTED] would distract him from his research goals
- if she does do research w/ Dan, avoid interaction w/ Mike (he plans to take over the project)
- asked Dan to let [REDACTED] know that if she feels the interaction was unprofessional & inappropriate, she should contact me or Linda W.



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Noonan

1/25

Met w [redacted]

Expressed concern about encounter w Noonan / & her old from, w

Asked her if she was OK w
her situation described

She feels it's best to avoid interaction w Noonan + "will not continue research w Hauser - "it would be unfair to Hauser have to be exposed to tension + possible conflict"

Asked her future plans

- Internship @ Spear

- dreamed of being a vet; but b/c of interacting w Noonan cannot follow 4 more years of schooling

- worried that he will neg impact application b/c of his contacts at vet school

history of making her + others feeling disrespected

-- she has felt disrespect/intimidate since Jason May conversation order in town

- May conversation "crossed the line"

→ We discussed options

{ online
IT

I can report

Emphasized that she would be
protected from retaliation

→ [REDACTED] also mentioned other female
in team feel same but are scared to
come forward. One discussed option
situation w/ other student faculty.
nothing appeared to happen, so I
discouraged.

discussed w/ Linda

- encourage her to contact
Linda

email
LINDA@jcu.edu

- Sue + I met w/ Dean on Wed

2/6 [REDACTED] / Tuhovak / Noonan

Met w/ Linda + reported students concerns about giving names.
 She indicated she had also met with her. She had not yet met w/ Dean ~~and~~ discuss situation.
 She encourage student to meet directly with her. ~~Her~~ ~~any~~ everything will be confidential. Her ~~concerns~~ ~~about~~ w/ Mike will be VERY general.

Tuhovak

Met w/ her to update her on program + reassure any discussions will be very general.

She mentioned ~~Em~~ Prof Tiger - had a discussion w/ student.
 They will make a statement about what ~~to~~ occurred during trip to India if needed, but are concerned about impact on [REDACTED] (also does research w/ Mike). They are worried she will not be a co-author on paper. I asked

She also said concerned about Mike's response to conv w/ Dean + Linda. She I asked if [redacted] and [redacted] are ever alone w/ Mike. [redacted] thought they drove together + separate from Mike to Maine Land. Self. Once there, research team [redacted] shifts up [redacted] work w/ Sealins [redacted] + Mike work w/ whales. There may be some time in trainers room while wait for whales to get ready. I asked Vanessa to let [redacted] know she should minimize alone time + if she felt unsafe to let you know.

(planned on meeting next week)

→ called Pete - urged him to meet w/ Linda ASAP to discuss situation. He suggested talk w/ Mike - ~~he~~ I said I can't get specific w/out revealing who him knowing who ~~looks~~ ~~the~~ reported.

2/9/19

grad Fall 20

- concern about film footage
- " about research
 - back-up
 - Canisius property
- 2 hrs / 5 days week
- ~~favoritism~~ - ask what remind him
you'd defend my ass he heard
- no conversation w/ students
- Lately no hugging
do you want to close door
"Oby baby"
- Cultural insensitivity
 - rude interaction w/ guided
- Verbal abuse
 - "pulled an [redacted]" when someone
did something stupid
 - Leticia - Summer of [redacted]

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- Summer

- 2 weeks ~ sick
- in a good daylight, friend
- kept paying
- One is OK
- 15 everything OK down there
- Happened for days

- Bash my Religion

- why do we have a religion
- wouldn't allow an emblem
- on poster of suit - the value, respect

- Emotional manipulative / Power

- asked for a ride from a woman
- OK ride from airport

- 30 yr old girl, would a date a woman 40 yrs older?

Have a ever been covered by the

Trav. Const

- internal support
- tell a group use support
- demonstrated position
- seemed to get by if discuss
- 15% can do by self offered to
- in it 12, 7, 10, 10

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- [REDACTED] as pet name

- 15min

- ~~aggressive~~ massage shoulder

no boundaries

Especially had seen Indian trip

"creepy touchy feely"

gave her my cell phone # in case in
situation in building where

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Feb 11th

Plants/Soc

Verbal Abuse research team

[REDACTED] can make a statement
nobody wants to ruin it for every else
protected people to better of research

"Verbal abuse"
when in the
mood - "stupid"

unpredictable
did follow instat even though

not good enough"

frequently in front of research team

"CRAVE/ PRAISE"
feels like "grooming."

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- crosses teacher/student relationship:

VERY personal ?'s, made feel uncomfortable
 "What would u date some L.A.M.?"

Advice on dating

Sexual jokes

Student flirting + asked class how
 he should handle

- inappropriate test touching

- asking students to stretch knee
- Bends in zoo
- every day in office

• Braiding hair

Even though said wasn't comfortable
 didn't stop

- clipped uphms down shirt
 even when said didn't want to
- too helpful
- uses students as cane/crutch

- is it ok to go on dates w/ student
 that good (now divorced)

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VERY calculating/psy manipulation

Knows when to flip
comprehends asks to be on rose len



after 1st sem

std 180 from psy in classroom
+ research side

- Even when say don't want to go to rese of
still add

- { 1st 30 min → this is tras
2nd 30 min → comprehend

SEX EV + Beh
questionnaire

shaped
data
with chan

Have u had use of menb
f. 2nd sy
- how many have a be w/
- do u use prot
- HAVE u done any use of animal

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→ sniffing t-shirts / pheromone
based on study
he keeps t-shirts

inappropriate } dinner
shows

- if contacted Linda,
repercussions

1. Ignatian Sch / CEEP
3. ~~Gr~~ Grs
Debbie Silver

{ plan of action to protect current
students
getting prog out, letter of recomm. }

Project Tiger

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→ consequential on ~~the~~ coursework

• Project Tiger

• 4-5 ~~work~~ minimize impact
research credit }

• Social Org of Mammal

— can't be in classroom @ same time

• Someone else teach class
or transfer student

only to people who file complaint

SUSPEND — across the board

no contact

→ you must vacate area if see other
person

→ Condition
or term of suspension

→ need to other
understand
retaliation

- if insist on court student,

→ { help to get home }
- { }

→ Psy / of

- { : clinically - didn't consider taking to local
health care

< these would have it out for me . . .

Process of suspension

~~on~~ signed contract to give him medical

Men on trip?

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CC BUE

306 - Chair's office

John - Peg, Peg, Lili, close office

Dr. Noonan-Next Steps-2-14-19

9-10:20

Next Thursday

meeting will be held

meeting occurs last the follow

ABEC office close

- Address academic backup plan for all area-class, research team, work study students and Project Tiger
- IT back up plan
- Film Footage from Project India
- Clarify document signed when students travel to India-medical authority
- Clarify if any male students participate in research, work study or Project India
- Dr. Hogan to schedule meeting with Dr. Noonan for 2/15-9am in Psychology Conference Room
- Dr. Hogan to e-mail students early Friday AM to advise them of the meeting and provide additional information on retaliation-who to contact
- Linda Walleshauser and Jennifer Skowron to meet with Dr. Noonan-LW to investigate-JS witness and notetaking
- Provision of harassment and discrimination policy and the NYS sexual harassment policy with retaliation language highlighted-stress that immediate disciplinary measures will be taken for any retaliation
- Public Safety present in building-JS to coordinate
- Advise at the end of the meeting to have him exit the building and that he will receive a phone call at noon advising him regarding next steps
- Collect keys and ID for the remainder of the investigation process
- Advise that he is to have no contact with any member of the Canisius community particularly any students during this process
- Meet with Peg immediately following to share results of the investigation
- Confirm if any other action is required based on the faculty handbook
- Dr. McCarthy/President Hurley determine decision
- Call with legal if needed
- Dr. McCarthy/LW call Dr. Noonan
- Dr. Hogan to provide general update to students-assure that they will have no interruption in academics
- LW to follow up with students via e-mail to reiterate importance of immediate notification regarding any retaliation by Dr. Noonan

→ Research stu

image - Pin

→ email - automatic reply
low further on research

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1. Contact students once received
text

{ group email
group. Emily

Dr. Noonan is on
→ Leave at this time

Dr. Noonan has been advised
that any retaliation is not acceptable
Please contact either Dr. Marchis
Mrs. Walleshauser or myself
if immediately if any
retaliatory contact occurs.

W

Sue. 480-6805

Faculty: 12:00

Sorry to be so vague
but based on the st.

Effective
this

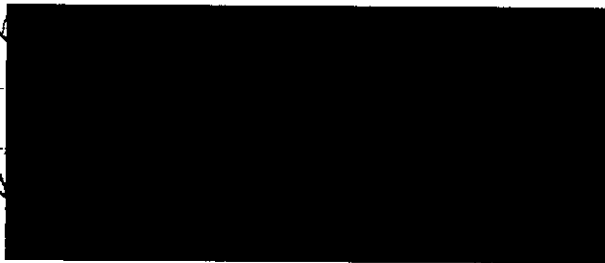
Dr. Noonan is on a leave
at this time. More info
will be provided as
it becomes available

W

Lily Engbrecht

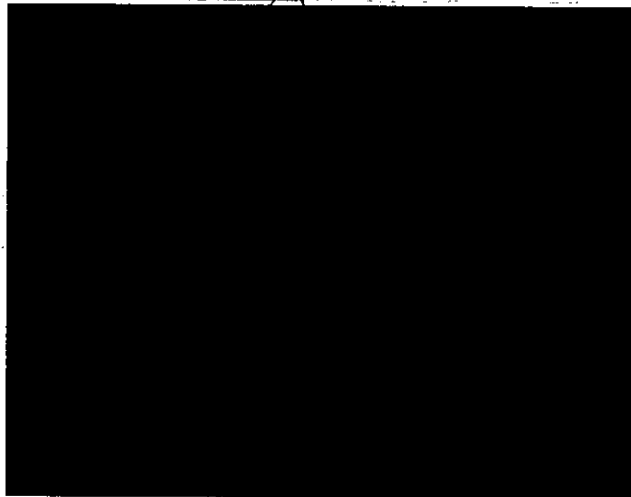
✓ Sierra Boucher

✓ Watessia Tuhovak



✓ Hannah Whelan

✓ Cassidy Wood



Sierra

(2/22/11)

→ out of the loop

• Better communication

"legally unable" to discuss output

Project Tiger

→ 2 documentary - (25,30)

→ work on this summer

→ 2 video series

Fall/Sp of 2011

{ Youtube
- 10 → 2 min

→ 1 mo after graduation

→ Mentorship

• w/ plan Margulis

• Mentorship

digital media

video institute

{ * → Hannah
Sierra }

work-study

- she will need to

Margulis

• contract w/



Project Tiger

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5/4/19

→ Natassia

- told her meeting pushed back to 3/24
- concerned w/ lack of communication w/ students
- feels like students aren't interested
- requested a meeting w/ HR - LW denied - she felt it was not a good idea
- HR should have contacted Andrew prior to 1st meeting w/ Mike to let them know what they should not be in touch with
- discussed having a meeting w/ HR after to get feedback from them

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